Policy 10: Non-Discrimination

Policy 10.E: Salary Review to Determine Inequities

The University of Colorado is committed to providing fair and competitive compensation that will attract, retain, and reward a diverse and high-performing workforce with the requisite experience and skills to execute the University’s goals. The university provides equal pay for substantially similar work in accordance with state and federal law. The university strives to ensure fair and competitive pay with relevant external job markets while ensuring good stewardship of public funds. By ensuring consistent pay practices for similarly situated employees, there is a solid foundation for attracting and retaining a diverse and talented employee population.

Salaries for faculty at the University of Colorado are based on merit and market considerations, with each department being responsible for determining the salaries of its members based on their performance in teaching, research, and service. Beyond that, there is a procedure whereby the department is authorized to make adjustments if there are inequities in its salary structure. Individuals who are dissatisfied with their salary have the right to appeal through administrative channels and to seek a review through that appeal, and if the subsequent action is not satisfactory, they may appeal to the Privilege and Tenure Committee.

The first part of the procedure is a statistical review using quantitative variables—age, year of terminal degree, and length of service in the University—in a multiple linear regression. The regression equation is first run with data for white male faculty members to arrive at a prediction line for their salaries. A similar kind of calculation then is done for women and minorities on the faculty. This method is not completely satisfactory because the kind of variables it includes are not reflective of merit but are more typical of factors employed in a state personnel system. It is used to flag individuals whose salaries fall at the extremes, so that they may be examined in a second stage.

In the second stage, the department—under the supervision of the vice-chancellor for academic affairs, who has ultimate responsibility for the salary-setting process—conducts an individual review of the flagged salaries based on the merit and market criteria originally used. At that point, the department can make further adjustments.

Last Amended: March 15, 1984

History:

- Adopted March 15, 1984, pp. 394-402